



Analysis

Summary

The State of Missouri has over 50 programs that are identified in the Workforce Development System. These programs are separated by legislation and regulations. The eligibility standards for most of the programs are regulated to reach a specific target population. This has been a major hurdle for the state agencies to understand their program criteria and then to match that criteria with programs in other agencies to avoid duplication. Without the partnering and collaborative efforts of an agency's staff, referrals cannot be made to other agencies. The requirement of the one-stop centers in the new Workforce Investment Act to have partnering and collocation has created an environment that necessitates the knowledge (or at least reference material) of all programs in the system.

A matrix is provided that combines the programs provided in the system with the groups identified as target populations for various programs. Some groups meet the criteria for more than one program. By following a specific group across the matrix, one can determine which programs are likely to be of benefit to that population. One person may be identified in more than one target population. Once assessment of the participant's eligibility criteria is determined, the matrix will help to identify for which programs the participant is qualified.

Six agencies in Missouri provide workforce development and school-to-career programs, including the Departments of Corrections, Economic Development, Elementary and Secondary Education, Higher Education, Mental Health, and Social Services. Of the \$824,887,943 appropriated for Fiscal Year 2001, \$576,655,433 is funding provided through the federal programs. Several tables following this analysis describe the federal programs and the law pertaining to each of the programs.

More research should be done on available funding for administration costs/operating costs. Questions need to be addressed concerning rental/lease payments in the Missouri Career Centers. If an agency is using the Missouri Career Centers for staff, training, workshops, etc., the allocations of the operating costs need to be distributed equitably. Processes can be formed to determine in-kind contributions (i.e., space made available by Central Missouri State University for the entire career center location). Developing a more detailed financial presentation from each agency involved in the partnership will help MTEC, as well as other policy makers, to understand the challenges of the allocation process.

While agency performance plans often discuss coordination efforts with other programs that have similar goals, few plans discuss planned strategies for coordination. Individual agency performance plans could be improved by focusing on areas that offer the greatest opportunities for continuing improvement, including crosscutting programs. Strategies

for building interagency collaboration include identifying common goals and combining or streamlining similar services.

Uses for Resource Inventory

- Use the tables as tool to determine what programs are available to participants.
- Use this tool as a base to develop a more intensive search for programs not listed.
- Use this tool by Local CEO's to begin a search of funding available in their area.
- Develop training plans for assessment staff to incorporate this tool into program training and target populations.
- Set strategic goals for use of this tool in program development and training.
- Determine funding for operating cost allocation.